



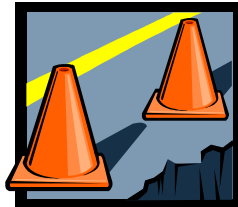
Council Of State Employees



Spring 2005

Driving Safely in Highway Work Zones

Be prepared for the unexpected. Work zones are choke points, requiring drivers to transition from high speed unrestricted travel to low speed congested travel. Diamond-shaped or rectangular warning signs are generally posted well in advance of work areas.



Rear end collision is the most common type of crash in work zones. There may be flashing arrow panels or signs that indicate the right or left lane is closed ahead. When you see these signs, move to the proper lane as soon as you can safely do so.

Obey construction zone speed limits. Speeding fines are substantially higher in work zones and speeders put themselves and construction workers in harm's way. Slow down when the signs say so. If flaggers are present, be ready to obey them. Flaggers have the same authority as regulatory signs in work zones and you can be cited for disobeying their directions.

Expect delays during construction season. Plan ahead. Call 511 to obtain information about work zones on the route you want to take. Stay calm. Work zones may be very disruptive or cause temporary inconvenience, but they're necessary to rebuild and maintain roads for safer, more comfortable travel in the long run.

HAPPY TRAILS...
Dept of Transportation

Message from the Governor

Every day, you work hard for North Dakota's citizens, providing quality services and ensuring that our state is operating efficiently. Your efforts are even more notable during a legislative year, and the 59th Legislative Session is no exception.

Throughout this session, we have seen and continue to see the results of state employees' dedication to North Dakota's legislative process and the people it serves. You are working hard for North Dakota, effectively doing your part to support our state's legislators and citizens. Whether you're providing testimony, assisting legislators or addressing the needs of constituents, you help make a positive difference for our state.

Like the citizens of North Dakota, I appreciate all you do throughout the year and especially during this legislative session. North Dakota works well, day in and day out, because of your continued commitment to excellence in serving the people of our great state.



Governor John Hoeven

COSE SPRING/SUMMER SALE**Sport T-shirt**

You can have your choice of several sleeve colors including light blue, red, purple, orange, Kelly green, hunter green, yellow or black.

Sale price**\$8.00 S – 2XL****\$11.00 3XL – 5XL**

4025 – LAL Sportswear® 100% Cotton Denim Short-Sleeve Shirt
A breezy, summer-loving shirt constructed in a sturdy 6.5 oz. Fabric. Offers an oversized fit, 7-button placket, crisp button-down collar and front button-through pocket. Sizes S-3XL. Colors: Denim*, Natural, Khaki, Black.
*Also available in size 4XL.

\$15.00 S-XL
\$17.00 XXL
\$18.00 XXXL
\$20.00 XXXXL



4010 – LAL Sportswear® 100% Cotton Denim Long-Sleeve Shirt
Well-crafted in a soft 6.5 oz. Fabric, this nicely oversized shirt sports a 7-button placket, crisp button-down collar, front button-through pocket and 2-button cuffs. Sizes S-3XL. Colors: Denim*, Dark Denim*, Natural, Hunter, Khaki, Black.
*Also available in size 4XL.

\$15.00 S-XL
\$17.00 XXL
\$18.00 XXXL
\$20.00 XXXXL

Please have orders submitted to Becky Rosenkranz by June 30, 2005.

All Items will be embroidered with the State Employees logo shown above.

*****A minimum overall order must be met to receive these discounted prices*****

Item	Size	Color	Price	Quantity	Total

Please make checks payable to COSE and enclose payment with your order. Thanks.

Name: _____ Agency: _____

Phone: _____ Address: _____

Just get your orders and monies to Becky Rosenkranz, Protection and Advocacy, 400 East Broadway, Suite 409, Bismarck 58501-4071, by June 30, 2005.

Governors Award for Excellence

"Say Joe," said Tom. "Did you know that it's about time to start thinking of someone we want to nominate for a Governor's Award for this fall's State Employee Recognition Week?"

"No, I didn't know that," replied Joe. "How did you find out about this Tom?"

"It was very simple," answered Tom. "I went to the COSE website at <http://www.state.nd.us/cose/> and clicked on the icon on the left side of the page that said Governor's Award Instructions. That told me everything I needed to know on how to fill out the form that is listed under the Governor's Award Nomination form icon. It also tells the deadline for submitting and where to submit the nomination form."

"Wow!" answered Joe. "You're pretty smart about doing this."

Is there anything else I should know about the Governor's Award program?"

"Well, you should also know that there are now five categories within which nominations can be made depending on the job classification of the person you want to nominate," said Tom. "Those categories include Executive/ Administration/Professional, Technical/Paraprofessional, Office Support, Trades/Craft, and Services."

"But what if I have questions about the process," asked Joe.

"Very easily taken care of my friend," replied Tom. "Just contact either your agency COSE representative or one of the Directors of the COSE Board listed at the end of each newsletter. They will be glad to assist you in the process. So,

what do think?"

Well," replied Joe excitedly, "I'd best start thinking about someone to nominate and then go to the website and get the form filled out now so I don't forget to get it done later. Thanks again for all the great information Tom. I really appreciate it and so will the person I nominate who actually may win one of the awards."

Although the conversation above is fictional, have you thought about someone in your agency that might be deserving to be nominated for a Governor's Award? If so, why not fill out the form and send it in for consideration. Do it now!

COSE Clothing

available online at

<http://www.state.nd.us/cose/cloths.htm>

Fish Award Nominees

1st Quarter Nominations:

Suzy Belyea, UND, GF
Mary Johnson, UND, GF
Brenda Jacobson, NDSU, Fargo
Letha Cattanach, NDSU, Fargo
Joy Nesemeier, NDSU, Fargo
Barb Geeslin, NDSU, Fargo
Dave Poppe, DHS, Bismarck
Maureen Vosberg, HRMS, Bismarck

Congratulations to the 2005 1st quarter winner, Suzy Belyea .
She will receive a COSE t-shirt.

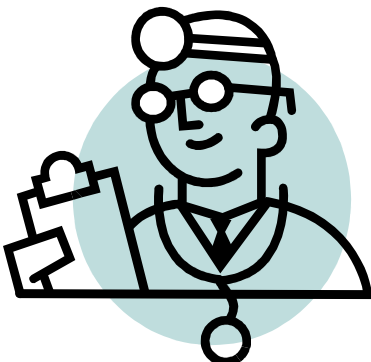


Prevention Health Screenings are Your Responsibility

Laurie Betting, DPT
Director of Wellness
University of North Dakota

Preventive screenings and tests save lives. Unfortunately, many Americans do not routinely follow some basic health screening recommendations. Routine screenings can identify a previously undiagnosed condition or risk of condition. This allows physicians to intervene early with treatments and therapies to control the condition or inform the individual of lifestyle changes that can be taken to improve health outcomes and costs.

For example, screening for high blood pressure and high blood cholesterol is an important first step in identifying individuals who are at risk for chronic diseases but may be undiagnosed. Screening and appropriate follow-up for high blood pressure and elevated cholesterol can also save the lives of those at risk for heart disease. Early detection and treatment for diabetes can improve health, and the Center for Disease Control recommends health professionals screen high-risk patients periodically, even when those individuals are visiting their doctor for another reason. Such opportunistic screenings can alert a health professional to troubling results requiring follow-up care.



Many studies have shown that dietary changes and therapies can dramatically reduce the risk of heart disease and stroke, especially when these modifications reduce high blood pressure and high blood cholesterol. When coupled with lifestyle changes, these therapies can be even more effective in lowering the risk of a heart attack or stroke. About 90 percent of all adults now have their blood pressure measured at least once every two years. In 1998, only 67 percent of adults had had their blood cholesterol checked within the preceding five years. Of the estimated 17 million people with diabetes in the country, about 5.9 million are undiagnosed. Without effective diagnosis and treatment, diabetes becomes a leading cause of blindness, kidney failure, heart disease, and stroke.

There are additional simple, preventive measures many Americans can take to reduce bad health outcomes. Pneumonia and influenza are responsible for more than 30,000 deaths among older adults each year. Immunization can substantially reduce the severity, risk of hospitalization, and risk of death from these diseases.

University of North Dakota

In the fall of 2002 a survey was undertaken at the University of North Dakota to identify barriers to preventive health screenings for benefited employees. Amazingly, over 49% felt they were receiving the appropriate screenings. Yet insurance data had a completely different story to tell. Actual health insurance utilization data for a five-year period, 1998-

2002, indicated that overall compliance for all annual screenings was less than 30%, for screenings recommended every two years, overall compliance was less than 5%; and for screenings recommended every five years, overall compliance for years 1998-2002 was less than 2%. These data are even more compelling when one realizes that these individuals have health insurance that provides coverage for preventive screenings.

Additional survey questions determined that lack of awareness of screenings; unknown costs as well as a general sense of being healthy and not needing to be seen by a primary care provider were the leading causes of low participation in receiving the appropriate health screenings.

Once barriers were identified, health screenings were provided at numerous campus locations to eliminate most known barriers. Ultimately, ownership of our health belongs in the hands of each individual. Knowledge and empowerment are the tools which worksites can assist individual employees in taking that responsibility.

The U.S. Preventive Services Task Force is a non-Federal expert panel convened by the U.S. Public Health Service to make recommendations on preventive health care. The USPSTF has endorsed a core set of evidence-based, clinical preventive services for asymptomatic individuals with no known risk factors. Following are the current recommendations.

Prevention Health Screenings are Your Responsibility (cont.)

Recommended Preventative Health Screenings

Service	Goal	Age: 19 to 39	Age: 40 to 64	Age 65 and older
Comprehensive screening exam	To promote well-ness	Frequency should be tailored to age and health status. Consult your health professional.		
Diagnostic Testing				
Blood Pressure	To identify high blood pressure	Every 2 years for all ages		
Cholesterol	To reduce risk of heart disease	At least every 5 years		
Diabetes screening	To test for diabetes	Depends on risk factors and age. Consult with your health professional.		
Colon cancer screening: Options include: Stool blood (fecal test) Sigmoidoscopy, Colonoscopy, Barium enema	To detect colorectal cancer	After age 50: frequency depends on test:		
		FOBT: every year		
		Sigmoidoscopy: every 5 years		
		Colonoscopy: every 10 years		
		Barium enema: every 5 years		
Sigmoidoscopy or colonoscopy	To detect colorectal cancer or large polyps	Every 5 years beginning at age 50		
Vision exam	To test vision and screen for glaucoma	Discuss with your health professional.		
Hearing test	To monitor hearing	Every 10 years	Hearing loss increases at age 50 so discuss frequency of tests with your health professional.	
Men Only				
Prostate-specific antigen (PSA)/DRE for prostate cancer	Blood test to detect prostate cancer	Guidelines vary. Discuss with your health professional.		
Women Only				
Mammogram and clinical breast exam	Early detection of cancer	Every 1 to 2 years starting at age 40		
Cervical cancer screening/ pelvic exam	To detect cervical and ovarian cancer	Every 1-3 years depending on risk	Every 1-3 years depending on risk. Over age 65, if negative on previous screens, at your health professional's discretion.	
Rubella antibody	To determine rubella immunity	One time prior to first pregnancy		
Osteoporosis	To identify those at risk	At least once after age 65; earlier for high risk women		

If you have not received one of these screenings and feel that you should have, make an appointment to see your doctor to discuss it with them.

Sources: U.S. Preventative Services Task Force

Fish Awards

Friendly
Initiative
Smile
Helpful



Developed by the State COSE Board of Directors, the Fish Award:

- ❖ Symbolizes excellence in customer service,
- ❖ Recognizes employees who promote customer service in state government,
- ❖ Acknowledges employees who model excellence in customer service to other fellow State Employees,
- ❖ Exemplifies the standard "We all have a customer; we all provide service to others," and
- ❖ Recognizes employees who understand that "Providing customer service is part of our job."

For more information on this award, or to nominate someone, contact your COSE representative. All nominations must be received by **June 30, 2005** to be eligible for the third quarters award. Nomination forms can be found on the web at www.state.nd.us/cose/ or from your COSE representative.

This newsletter is published three times a year by the North Dakota Council of State Employees (COSE). State employees are encouraged to submit articles or information about their agencies or institutions to their subgroup listed below. Any comments and concerns should also be directed to your subgroup chair listed below. Editorial Board: COSE Board of Directors. Publisher: Tina Freidt, 600 East Blvd. Ave, Bismarck, ND 58505

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